

## GUIDE TO INTERPRETATION OF LANCASTER COUNTY PAY PLAN 2020

The Lancaster County Pay Plan contains separate grade designations. Those designations and the employee groups covered are as follows:

<b>2020</b>			
<b>PAY GRADE DESIGNATION</b>	<b>EXAMPLE</b>	<b>GROUP COVERED</b>	<b>PERCENT INCREASE</b>
A	A11	IBEW International Brotherhood of Electrical Workers Blue Collar - Clerical - Technical Workers	2.50%
G	G09	IBEW International Brotherhood of Electrical Workers Certain County Engineer Classes	2.50%
C	C17	UNREPRESENTED Non-represented Employees	2.75%
E	E08	EXCLUDED Non-represented Employees	2.75%
D	D01	LDSA Lancaster Deputy Sheriff's Association	3.50%
J	J01	FOP Fraternal Order of Police Correctional Officers	
Y	Y01	FOP Fraternal Order of Police Juvenile Detention Officers	2.00%

NOTE: There is no correlation among the various grade designations. For example, the rates for grade A10 do not equate with the rates for grade C10.